

360 Leadership Feedback Report

Sample Excerpt

Must Improve 1 Could Improve 2 Satisfactory 3 Strong Skill 4 Outstanding Skill 5 Average

Agree Skill Strengths

Skill	Participant	Dir. Reports	Manager	Peers	Average
6. Delivers on commitments	5.0	4.4	3.0	4.0	
8. Establishes & communicates realistic goals and performance standards	4.0	4.2	4.0	4.5	

Agree Skills To Improve

Skill	Participant	Dir. Reports	Manager	Peers	Average
1. Creates and communicates a clear and compelling business vision	2.0	2.6	3.0	2.75	
9. Clearly defines roles & responsibilities	3.0	2.4	2.0	3.25	

Differ In Perception of Skill Performance

Skill	Participant	Dir. Reports	Manager	Peers	Average
2. Sets and communicates business goals and objectives	4.0	2.4	2.0	3.75	
10. Monitors performance; holds direct reports accountable for results	5.0	2.6	3.0	2.75	

Agree Skills Performed Satisfactorily

Skill	Participant	Dir. Reports	Manager	Peers	Average
7. Actively solicits the input and suggestions of others	3.0	4.2	2.0	3.5	